

# EMPLOYMENT FACTORS FOR U.S. GOVERNMENT FAMILY MEMBERS OVERSEAS

<b>Type of Appointment</b>	<b>Family Member Appointment (FMA)</b>	<b>Temporary (Temp)</b>	<b>Personal Services Agreement (PSA)</b>
<b>Regulatory/Legal Authority Basis</b>	Sec. 301, 303, 309, 311, 403, 406 407, 610, 612 of FS Act of 1980, as amended, 3 FAM 8200	FS Act of 1980, Sec. 301, 309, 311, 403, 407. 3 FAM 8200	3 FAM 7200
<b>Who (a) authorizes? (b) classifies?</b>	(a) Bureau (b) Bureau (up to FP-5) HR/OE/HRM for FP-4 and higher	(a) Bureau (b) Bureau (up to FP-5) HR/OE/HRM for FP-4 and higher	(a) Post HR (b) Post HR, unless appealed to HR/OE/HRM
<b>Security Clearance Requirements</b>	Yes. 12 FAM 230	3 FAM, Appendix 8200 (previous 3 FAM 123) provides guidelines but leaves position sensitivity to post discretion	Sensitivity to post discretion
<b>Requirements (a) Citizenship (b) age (c) other</b>	(a) US Citizen (b) Spouse/Dependent 18 years or older (c) on travel orders of USG career employee (d) residing at post with sponsor	(a) US Citizen (b) Spouse/Dependent 18 years or older (c) on travel orders of USG career employee (d) residing at post with sponsor	Non U.S. citizens EFMs U.S. Citizen with FS or CS annuity Members of Household
<b>FTE Impact</b>	Included against Bureau and post FTE ceiling	Included against bureau and post FTE ceiling	No impact
<b>Salary Schedule/Rates/Tax Status</b>	FS schedules (regular and extended) TAX: Entire salary, post differential, and danger pay taxable	FS schedules (regular and extended) TAX: Entire salary, post differential, and danger pay taxable	Either U.S. or Local Compensation Plan (LCP) TAX: Either U.S. or local tax laws apply
<b>Leave Benefits</b>	U.S. annual & sick	No annual or sick leave for intermittent work schedules	U.S.: Administrative adoption of Title 5 LCP: Local leave plan following local laws and practice
<b>Health Benefits and Insurance</b>	Yes. FEHB eligibility.	No	U.S.: None LCP: LCP Plan
<b>Life Insurance</b>	Yes. FEGLI eligibility.	No	U.S.: None LCP: LCP Plan
<b>Retirement</b>	Yes. (CSR and FERS if previously eligible).	No retirement (FICA contributions are required)	U.S.: None LCP: LCP Plan
<b>Post Allowance Eligibility</b>	Eligible only if on full time appointment and post-specific exception has been authorized by DG.	Eligible only if on full time appointment and post-specific exception has been authorized by DG.	No
<b>Post Differential Eligibility</b>	None	None	None
<b>Danger Pay Eligibility</b>	Eligible (Bureau authorizes). Danger pay is taxable	Eligible (Bureau authorizes). Danger pay is taxable	Yes: For Ordinarily Residents paid from LCP, Unique Conditions of Work Allowance as authorized by HR/OE
<b>Premium Pay Eligibility</b>	Yes. See 3 FAM Sec. 230 for specifics	Yes. See 3 FAM Sec. 230 for specifics	Yes
<b>Social Security Disability Benefits</b>	Eligible	Eligible	U.S. Eligible LCP: LCP Plan
<b>Federal Service Credit for Leave, RIF &amp; Retirement</b>	Yes	It depends	No
<b>Non-Competitive Executive Order Service Credit</b>	Yes (5 CFR 315.608)	Yes, if EFM (5 CFR 315.608)	No
<b>Incentive Awards Eligibility</b>	Yes	Yes	Yes
<b>Worker's Compensation Benefits</b>	Yes	Yes	Yes

Personal Services Contract (PSC) is only used by USAID and Peace Corps

Prepared by HR/OE and FLO 3/9/2007